

lead(h)er

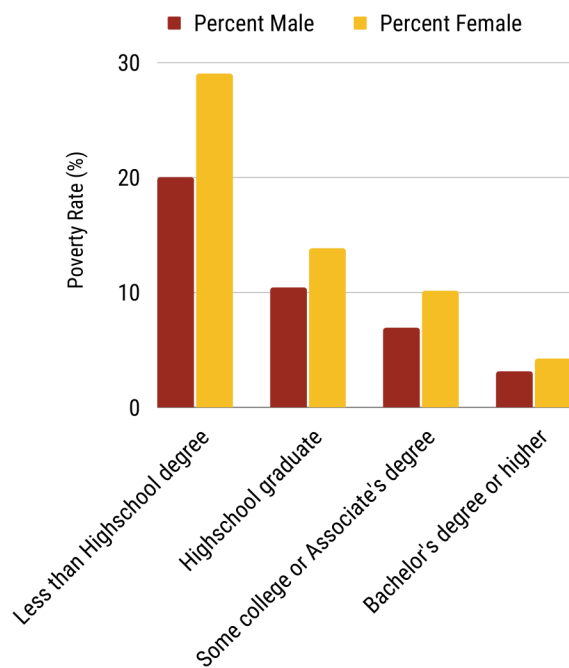
STATE OF THE WORKFORCE AND MENTORSHIP



WWW.LEADHERQC.ORG
EXECUTIVE DIRECTOR: MEGAN BROWN-SALDANA
PREPARED BY: KELLY FALEY

THESE ARE THE GAPS WE ARE WORKING TO FILL

The poverty rate for women in the Quad Cities Area is higher than men's at all education levels



The median income for men is

\$18k

higher than the median income for women

WAGE EQUITY

Lead(h)er gives Quad Cities area women the personal and professional tools to address systemic issues that hold women back like the sticky floor, the broken rung, and the glass ceiling. With a data-driven and connection-based approach, the Strike a Match mentoring program is creating new agents of social change to ensure the workplace is equitable.

Despite the fact that women have made great strides towards equality, there are still gaps in pay and equity in our region that need to be addressed. For instance:

- Median yearly earnings for women in the Quad Cities Area (Davenport, Rock Island, Moline) and the surrounding counties of Rock Island, Henry, and Mercer lag the Nation and states of Illinois and Iowa.
- If the Quad Cities pay gap was ranked against all 50 States and DC, it would rank 49th, ahead of only Wyoming and Louisiana.

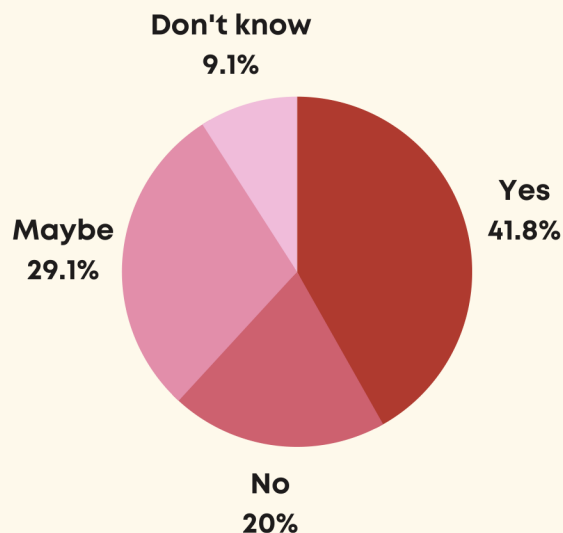
THESE ARE THE GAPS WE ARE WORKING TO FILL

OPPORTUNITY GAP

- 62% of women of color say they believe a lack of mentorship holds them back in their careers.
- Mentorship is the 6th highest barrier to working women.
- Quad Cities Women cite childcare and family issues as obstacles to employment at a much higher rate than men.
- 4% of employed QCA men left their jobs to start their own business in 2021 versus only 2.3% of women.
- For every 72 women promoted, 100 men are.



MATCHES RESPOND: "DO YOU FEEL YOU ARE FAIRLY COMPENSATED?"



Women are
24%
less likely than men to
get advice from senior
leaders

HOW MENTORSHIP HELPS

70%

of jobs are acquired through networking



900

Number of women in Lead(h)er's match community

WHAT WE DO

The Strike a Match mentoring program matches an intentionally recruited mentor with a mentee. Through the program, new college graduates are connected with executives in order to set a course for growth at the outset of her career. Entrepreneurs are connected with seasoned business owners who provide tactical feedback for implementation. Single mothers are supported by mentors who have experience balancing work and home.

 **1:1 MENTORING**

 **GROUP MENTORING**

 **COMMUNITY CONNECTION**

HOW WE DO IT

The Strike a Match mentoring program is completely unique. There is no algorithm or batch process for matching mentees with mentors. Every applicant articulates both short and long-term goals in their application which results in individual recruitment in the Quad Cities region to maximize achievement of the goals.

lead(h)er

WWW.LEADHERQC.ORG

HOW MENTORSHIP HELPS

Employees with mentors are

17%

more likely to be satisfied in their job

Women with mentors are

5x

more likely to be promoted



WHY DO WOMEN STRIKE A MATCH WITH LEAD(H)ER?

55.6% Someone experienced to bounce ideas off of,

40.2% Dealing with job stress and navigating difficult situations at work,

37.6% Networking for future job opportunities,

31.6% getting more involved with volunteering/citizenship,

14.5% are new to the community and want to get plugged in,

11.1% secondary education or career path guidance,



lead(h)er

WWW.LEADHERQC.ORG

THE MOMENTUM IS THERE

24.3%

Increase in the number of women who **WOULD** leave their employer for better wages

41.5%

Increase in the number of women who **DID** leave their employer for better wages

151.2%

Increase in the number of women who left previous employer for a promotion or advancement

WHERE IS THE CHANGE?

Data from the 2018/19 and 2021 Quad Cities' Regional Laborshed Report indicates a pattern of change in women's behavior as it relates to work. The report shows more women in our region asking for their worth and chasing better opportunities. In addition to the statistics listed,

- there was a **14.8% increase** in the **lowest average wage** women would consider in 2021
- and a **6.8% increase** in the **median salary**.



lead(h)er

WWW.LEADHERQC.ORG

THE MOMENTUM IS THERE

HOW WE PLAN TO KEEP IT GOING

The Strike a Match program will remain free for women in our community thanks to a dedicated board of directors and an extensive network of committee volunteers.

Funding is comprised of:

- Major Donors and Found(h)ers, a group of elite givers who believe in the long term value of mentorship
- Grants from the following grantors: The Rock Island Community Foundation, The Moline Foundation, Iowa Women's Foundation, The Quad Cities Community Foundation, and the Regional Development Authority
- Corporate Sponsorship
- Fundraising Events



In 2021, Lead(h)er matched

42

mentees with mentors
for a total of

84

Quad Cities women fueling
the fire through Strike a
Match mentorship

lead(h)er

WWW.LEADHERQC.ORG

lead(h)er

WWW.LEADHERQC.ORG

Lead(h)er
PO Box 4182
Davenport, IA 52806